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December 7, 2005

Regina M. Andrew, Esquire
Equal Employment Opportunity Commission
Baltimore District Office
10 South Howard Street
Third Floor
Baltimore, Maryland 21201

Re: CA-01-2872-1-WMN
EEOC v. Warfield-Rohr Casket Company, Inc.

Dear Regina:

As we discussed, Warfield-Rohr Casket Company, Inc. agrees to pay the gross amount of \$401,938.19 in full satisfaction of the money judgment and in settlement of all outstanding monetary issues relating to the above-referenced case. The payments will be made as follows:

- One check in the gross amount of \$198,974.38 less withholdings for a net amount of \$114,105.68;
- The second check in the amount of \$202,963.81 representing liquidated damages and interest.

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At your direction, these checks have been made payable to Fred Kuehl. In exchange for these checks, you also agree to file an order of satisfaction with the Court within five days of the day hereof. Please indicate your agreement by signing below and have Mr. Kuehl indicate his receipt of the checks by signing where indicated.

Very truly yours,


Charles S. Hirsch

CSH/vh
Enclosures

ACKNOWLEDGED AND AGREED UPON this ____ day of December 2005.

Regina M. Andrew, Esquire

I HEREBY ACKNOWLEDGE receipt of the aforementioned checks this ____ day of December 2005.

Frederick W. Kuehl